

## Faculty Development Plan

### **Self-assessment/Professional philosophy:**

Working at the BYU Library as the Family & Local History Librarian is a great honor and responsibility. I identify strongly with the mission and aims of BYU and believe that understanding our heritage can greatly assist individuals in their quest for perfection and eternal life. Engaging in family history can be spiritually strengthening, intellectually enlarging, and character building. A fruitful subject of lifelong learning, it also provides countless opportunities for service both for the living and for the dead. It is my goal for the BYU experience to include the opportunity for every student to enjoy a meaningful family history experience, great or small, affording added blessings promised by modern prophets.

I am as passionate about librarianship as I am about family and local history, especially information literacy, which is essential to meaningful study in any discipline and essential to lifelong learning. I love providing access to, promoting awareness of, and developing skills in the use of information resources. It is especially vital in today's political and social climate to access and use reliable information while applying critical thinking to discern truth from error—whether it is the truth about our ancestors or about ourselves and the current world around us.

My particular interests and specialties include Germanic & Slavic family history, genealogy librarianship, and Utah and Latter-day Saint local history. My goal is to contribute to education, scholarship, and information resources in these specific subject areas while also serving more general information needs of students, faculty, and other patrons in family and local history and using library resources. In addition, I want to discover and share important family and local history stories, particularly from those areas I specialize in.

With more than 25 years of experience in family and local history and libraries, including roles in patron services, technical services, collection management, and program and project management, I feel that I am uniquely qualified to support student learning in these subjects and serve as a liaison to faculty engaged in related scholarship and teaching. My service and contributions to the library and family history professional communities have also prepared me well. My strengths include a creative, dynamic, and proactive approach, strong leadership and interpersonal skills, and breadth and depth of knowledge of my subject disciplines and related technology. This experience will help me to provide the vision and the means to contribute to quality library services, learning experiences, and scholarship.

While I am confident in my potential, I am also incredibly humbled by the opportunity to be a part of the faculty at BYU and feel that there is a tremendous opportunity for further growth. The more I learn, the more I see there is to learn. I am excited by the opportunity to expand my knowledge and experience while I strive to make meaningful contributions to the university.

**PROFESSIONAL ASSIGNMENT/LIBRARIANSHIP**

**Strengths:**

- Strong passion and vision for family history and library patron services.
- More than 25 years of experience working with family and local history in libraries.
- Extensive experience in managing information resources.
- Breadth and depth of family and local history subject knowledge.
  - Breadth to facilitate family and local history studies generally and globally.
  - Depth in German and Slavic and U.S. Immigrant research.
- Culturally aware and sensitive, with significant international experience.
- Proactive, dynamic, curious, and creative.
- Strong communication skills.
- Experienced and capable personnel and program manager.
- Technically savvy and experienced in collaborating with IT professionals.

**Opportunities to improve:**

- Increase collaboration between myself, missionaries, the reference supervisor, and student reference staff.
- Improve focus on collection development to fully and strategically spend collection development budget for monographs, serials, and electronic subscriptions.
- Development my skills in general library information literacy, academic databases and tools, such as RefWorks in order to be more effective in teaching English 150 courses as well as providing library instruction for family and local history students.

**Goals:**

Goals	Plans
Liaison: Increase support for students and faculty studying family history at BYU.	<ul style="list-style-type: none"> <li>• Focus and align library family history resources to support student learning/faculty teaching.</li> <li>• Become an active participant with History faculty in family history program development and support.</li> <li>• Support faculty teaching through course-integrated library instruction, guest lectures, faculty and student consultations, and experiential learning opportunities for students.</li> </ul>
Collections: Improve discoverability and access to family history materials.	<ul style="list-style-type: none"> <li>• Collocate genealogy books with other family history resources.</li> <li>• Add microfilms to the collection surplus from FamilySearch.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Increase discoverability of microform collections.</li> <li>• Increase discoverability of digital resources.</li> <li>• Ensure the BYU Library has access to all content that other family history centers are able to access.</li> <li>• Facilitate digitization of books, newspapers and other collections.</li> </ul>
<p>Collections: Improve the monograph, serials, and electronic collections for family and local history.</p>	<ul style="list-style-type: none"> <li>• Respond to and solicit faculty input to collection needs.</li> <li>• Update the collection development policy for family and local history.</li> <li>• Assess the monographs, serials, and electronic resources collections. Weed unneeded materials and add needed materials.</li> <li>• Review and revise budget allocation to better utilize funds for collections.</li> </ul>
<p>Instruction:</p>	<ul style="list-style-type: none"> <li>• Formalize 1-2 library instruction sessions as standard component of History 205.</li> <li>• Provide instruction for other History courses as requested by faculty.</li> <li>• Help provide library instruction for English 150</li> <li>• Provide Advanced Writing instruction via one-on-one consultations.</li> <li>• Teach History 206 course on Russian Family History Research, by invitation from the History Department. (Winter 2020)</li> </ul>
<p>Reference:</p>	<ul style="list-style-type: none"> <li>• Implement an improved and unified family history reference model among faculty, staff, and volunteers.</li> <li>• Introduce interactive discovery experiences to engage more students in family history.</li> <li>• Update space, furnishing, &amp; equipment to improve the patron experience.</li> <li>• Overhaul the BYU Family History Library website and LibGuides.</li> </ul>

<p>Professional Development: Increase breadth and depth of family and local history subject expertise.</p>	<ul style="list-style-type: none"><li>• Obtain Accredited Genealogist (AG<sup>TM</sup>) credential in Russian and German.</li><li>• Attend relevant family history, local history, and library conferences.</li><li>• Learn more about other areas of research (e.g. Scandinavian, DNA, Asian, Latin American).</li></ul>
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### Resources Needed to Accomplish Goals

- Facilities support for selection and purchasing of new furnishings.
- Library IT support for upgrading and reconfiguring equipment.
- Administration support for moving CS monographs and serials to Level 2.
- Funding for travel and time for professional development.
- Center for Teaching and Learning resources for course development.

### Activities and Accomplishments to Date

- Hosted Religion 261 (future Hist 205) open lab hours into the library, Fall 2018/Winter 2019.
- Attended BYU Conference on Family History and Genealogy (2018), FEEFHS (2018), Federation of Genealogical Societies (2018), RootsTech (2019).
- Began to introduce coordinated training materials for missionaries and reference staff to support Religion 261 curriculum.

## SCHOLARSHIP/CREATIVE WORKS

### Strengths:

- I have extensive family history research experience, especially in Germanic & Slavic countries, the United States, and Latter-day Saint family history.
- I have language skills in reading and speaking German and Russian and paleography.
- I am a thorough researcher with strong skills in source evaluation and evidence analysis.

### Opportunities to improve:

- Develop a habit of consistent writing every day.
- Develop more discipline in noting complete source citations as I go and improving consistency in source formatting.
- Focus and prioritize research efforts, develop a long-term research plan, organize time and better manage research assistants to accomplish research goals.

**Goals:**

<b>Goals</b>	<b>Plans</b>
Develop habit of consistent writing.	Write every day and participate in a writing group.
Publications: Publish several articles by 3 <sup>rd</sup> year review.	<ul style="list-style-type: none"> <li>• June 2019 Publish article on Research Opportunities in Salt Lake City for APGQ</li> <li>• 2020 Publish article on the history of Family History at BYU. (co-author)</li> <li>• 2021 Publish article on Early Alabama Missionary Efforts (pre Civil War) for the Journal of Mormon History</li> <li>• 2020, 2021 Publish 2 articles on a German research case studies for a national genealogy journal, based on German AG 4 generation project.</li> <li>• 2020 Co-author article on History of Family History at BYU for BYU Studies.</li> </ul>
Exhibits	<ul style="list-style-type: none"> <li>• New Student Orientation Secrets of the HBLL Event, Family History Exhibit (Sep 2019)</li> <li>• Connections: An Interactive Family History Exhibit (Summer 2019)</li> </ul>
Presentations	<ul style="list-style-type: none"> <li>• FEEFHS, BYU Conference on Family History and Genealogy (1 or more presentations each, annually).</li> <li>• May 2020 NGS Presentations</li> <li>• Feb 2020 Nashy Predky Ukrainian family history presentation.</li> <li>• Strategically select other presentation opportunities.</li> </ul>
Other Creative Works	<ul style="list-style-type: none"> <li>• Write Russian Accredited Genealogist (AG) examination.</li> <li>• Produce family history exhibit for Summer 2019.</li> <li>• Create virtual online exhibit on Italians in Utah County (by 2020). (Possible future article topic.)</li> <li>• Create an online Russian Script Tutorial (collaboration with Edlund)</li> </ul>

	<ul style="list-style-type: none"><li>• Long Term: Write a book on Russian family history research.</li><li>• CCLA Memories Initiative: Create Web Resource to guide families on how to manage family papers and memories.</li></ul>
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### **Resources Needed to Accomplish Goals**

- Funding for travel, research assistants, and research materials.
- Time for scholarship and creative works research and writing.
- Facilities support for selection and purchasing of new furnishings.
- Library Information Technology support for upgrading and reconfiguring equipment.
- Administration support for moving CS monographs and serials to Level 2.

### **Activities and Accomplishments to Date**

- Published article in SEEIR (a Routledge Presentation) on Russian Revision Lists (May 2018)
- Exhibit “Evolution of Family History: Bringing it Home” at the BYU Conference on Family History & Genealogy (Aug 2018)
- New Student Orientation Secrets of the HBLLEvent, Family History Exhibits (Sep 2018)
- Gave several presentations at FEEFHS Aug 2018.
- Presented at ULA May 2018.
- Presented at the BYU Conference on Family History and Genealogy.
- Joined writing group, starting 13 Jan 2019.
- Completed 4 generation research report for German accreditation.

## **CITIZENSHIP**

### **Strengths:**

- I have extensive experience in library and corporate committee work and serving in professional associations, including numerous current citizenship activities.
- I am easy to work with. I am able to empower others and facilitate collaboration.
- My strengths include empathy and an inclination to connect with and help develop others.
- I have a volunteer spirit and can-do attitude.

### **Opportunities to improve:**

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- Deepen engagement in and contributions to current library and university committee assignments and professional association leadership roles.
- Be more strategic in selecting future opportunities for citizenship.
- Increase impact on family history and genealogy librarianship at the local, national, and international level.

**Goals:**

<b>Goals</b>	<b>Plans</b>
Library/University: Actively serve on Library and University committees as needed.	<ul style="list-style-type: none"> <li>• Ongoing service on the Conference Committee for the BYU Conference on Family History and Genealogy.</li> <li>• Start serving on the Planning Committee for the BYU Youth Family History Camp.</li> <li>• Serve on the Emergency Response Committee as long as needed.</li> <li>• Serve 3 year term on Library Collections Forum Planning Committee Sep 2018-Aug 2021, with service as Chair Sep 2019-Aug 2020.</li> <li>• Serve on the Library Accessibility Exploration Team (Q2-Q4 2019).</li> </ul>
Utah Library Association (ULA): Fulfill current service obligations and continue active involvement as a ULA member.	<ul style="list-style-type: none"> <li>• Complete term as member-at-large in May 2019.</li> <li>• Recruit and mentor leadership for the Genealogy Roundtable (GENRT) and transition remaining responsibilities.</li> <li>• Consider possible future service opportunities.</li> </ul>
Association of Professional Genealogists (APG):	<ul style="list-style-type: none"> <li>• Complete current term as chair of the Utah Chapter (to January 2020).</li> <li>• Recruit and mentor new leadership.</li> <li>• Support the APG Professional Management Conference (PMC) in SLC in Sep 2019.</li> <li>• Plan and implement a preconference tour of the Family History Library and the Church History Library at the PMC.</li> </ul>
Foundation for East European Family History Studies (FEEFHS): Continue serving as a member of the Board of Directors	<ul style="list-style-type: none"> <li>• Continue board activities.</li> <li>• Continue to coordinate the Polish and Russian tracks.</li> </ul>

	<ul style="list-style-type: none"> <li>• Continue to edit the E-Newsletter and manage Social Media.</li> </ul>
Association of Genealogy Educators and Schools (AGES)	<ul style="list-style-type: none"> <li>• Join in 2019. Attend first conference in Feb 2020.</li> </ul>
Genealogy Library Associations	<ul style="list-style-type: none"> <li>• Participate in Librarian’s Days at key conferences.</li> <li>• Participate in Genealib listserv</li> <li>• Participate in FamilySearch Books Library Partnership</li> </ul>
Slavic Librarianship	<ul style="list-style-type: none"> <li>• Participated in ESS (SEES) and Slavlibs</li> </ul>
Other association memberships	<ul style="list-style-type: none"> <li>• NGS, UGA, FGS, IGGP</li> </ul>

**Resources Needed to Accomplish Goals**

- Travel and registration for conferences. Dues for associations.

**Activities and Accomplishments to Date**

- Completed term as Board Member-at-Large of the Utah Library Association (Jan 2018-May 2019). (Nominated by ULA President and approved by ULA Board to complete term of vacated office.)
- Began service on the Conference Committee for the BYU Conference on Family History and Genealogy (April 2018).
- Began service on Planning Committee for the BYU Youth Family History Camp (January 2019).
- Appointed to the Emergency Response Committee (April 2018).
- Completed service on the Search & Screen Committee for the Asian Studies Librarian (Sep 2018-May 2019). Successful selection of qualified candidate.
- Appointed to the Library Collections Forum Planning Committee for 3 year term (Sep 2018-Aug 2021, with service as Chair Sep 2019-Aug 2020).